



**DEPARTMENT OF THE ARMY**  
HEADQUARTERS, UNITED STATES ARMY GARRISON, ALASKA  
600 RICHARDSON DRIVE #6000  
FORT RICHARDSON, ALASKA 99505-6000

**FEB 6 2004**

APVR-GC-EO (600-20)

**MEMORANDUM FOR SEE DISTRIBUTION**

**SUBJECT: USAG-AK Equal Opportunity (EO) Philosophy (AK-GC Policy #04-02)**

**1. References:**

AR 600-20, Army Command Policy, 13 May 2002

AR 690-12, Equal Employment Opportunity and Affirmative Action, 4 March 1988

2. Equal Opportunity is a command function and the responsibility of leaders, both military and civilians. It is a foundation of team building that improves morale, promotes teamwork, and enhances unit cohesion and combat readiness. Equal Opportunity permits soldiers, civilian employees, and family members to grow to their full potential.

3. The Garrison is steadfast and committed to Equal Opportunity for all military and civilian personnel. Everyone is expected to achieve and maintain the highest standard possible in the areas of Human Relations, Equal Opportunity, and Equal Employment Opportunity as we pursue our mission to the Army and community.

4. All commanders and leaders must create and maintain a positive climate with an environment free of unlawful discrimination. Should allegations of unlawful discrimination occur, I expect commanders and leaders to investigate promptly and thoroughly, take appropriate action as necessary, and ensure personnel who file complaints are protected from threats or acts of reprisal.

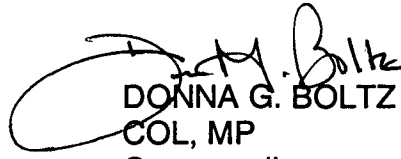
5. The preferred method of handling a complaint is through the chain of command. However, the chain of command is not the only channel available for redress of EO complaints for soldiers, family members, or DA civilians. The Fort Richardson and Fort Wainwright Garrisons' Equal Opportunity Advisors, Inspectors General, Chaplains, Provost Marshals, Equal Employment Offices, or the USARAK, USARPAC or DOD IG Hotlines are available to all personnel who do not feel comfortable filing their complaint with their chain of command.

6. I am committed to the Army's Equal Opportunity program and expect nothing less from the military and civilian personnel in this Command. Everyone will have an equal opportunity for advancement to the highest level appropriate for their talents and capabilities.

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7. For further information on EO matters, personnel can call the Fort Richardson EO office at 384-2162, Fort Wainwright EO office at 353-9234/6628, or the Equal Employment Opportunity Office at 384-2080. After duty hours, for information on sexual harassment, procedures for filing an EO complaint, or an appeal to an EO grievance, call the installation "EO HOT LINE" at 384-6340.



DONNA G. BOLTZ  
COL, MP  
Commanding

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